

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

**DO NOT WRITE IN THIS SPACE**

Case 1-CB-11325	Date Filed Feb. 16, 2011
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INSTRUCTIONS File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

**1 LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT**

a. Name Teamsters Local Union 25 International Brotherhood of Teamsters	b. Union Representative to contact Sean Obrien Teamsters Local 25 President
c. Address (Street, city, state, and ZIP code) 544 Main Street Boston, Ma. 02129-1113	d. Tel. No. 617-241-8825 e. Cell No. f. Fax No. 617-242-4284 g. e-Mail

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) 10 B-1, 10 B-3 of ISOE of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

I was terminated from my employment from the University of Massachusetts Lowell Police Department on (b) (6), (b) (7)(C), 2010. The UMLPD are members of the Teamsters Union, Local 25. I was placed on administrative leave by the University for (b) (6), weeks and on (b) (6), (b) (7)(C), 2010 I was terminated. During this time period I had the Union file grievances on my behalf however there was no preparation for the scheduled disciplinary interviews or disciplinary hearings. On the date of my termination I was worried about my union dues and how I should pay it or should I request a withdrawal I asked this because I understood that I would be undergoing financial hardship due to the unwarranted termination. (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) told me not to worry about it. On Thursday (b) (6), (b) (7)(C), 2010 I was in receipt of a Teamsters Local 25 letter explaining that I was delinquent in my union dues and that I shall be suspended on (b) (6), (b) (7)(C), 2010 from my teamster membership if I did not pay my dues. I paid my dues. On (b) (6), (b) (7)(C), 2010 I received a letter dated (b) (6), (b) (7)(C), 2010 from the Union stating "we are declining to pursue your discharge grievance to arbitration". I believed that this decision was one step premature as we had yet to go before the University of Massachusetts (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) of the University of Massachusetts System, at the step IV hearing I was told The President's office disregarded answering the grievance. The Union chose not to arbitrate

3. Name of Employer University of Massachusetts Lowell Police Department University of Massachusetts Lowell Lowell, Ma 01854	4a. Tel. No. 9789344000 c. Fax No.	b. Cell No. d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 1 University Ave Lowell, Ma 01854	6. Employer representative to contact Jack Giarusso	
7. Type of establishment (factory, mine, wholesaler, etc.) University of Massachusetts	8. Identify principal product or service Police Department	9. Number of workers employed 1500

10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C) c. Fax No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C) d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code) 101 Mill Street, Apt 508, Dracut Ma. 01826		

<b>12. DECLARATION</b> I declare (b) (6), (b) (7)(C) charge and that the statements therein are true to the best of my knowledge and belief By (b) (6), (b) (7)(C) (signature or person making charge) (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address (date) 2/11/2011		Tel. No. (b) (6), (b) (7)(C) Cell No. (b) (6), (b) (7)(C) Fax No. (b) (6), (b) (7)(C) e-Mail (b) (6), (b) (7)(C)
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**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



**UNITED STATES GOVERNMENT**  
**NATIONAL LABOR RELATIONS BOARD**

Region 1 Boston, Massachusetts  
10 Causeway Street, 6th Floor  
Boston, MA 02222-1072  
(617) 565-6700

March 1, 2011

Mr. Sean O'Brien  
President  
International Brotherhood of Teamsters, Local 25  
544 Main Street  
Boston, MA 02129-1113

Re: International Brotherhood of Teamsters, Local 25  
(University of Massachusetts, Lowell Police Department)  
Case 1-CB-11325

Dear Mr. O'Brien:

This is to advise you that the Charge in the above matter has, with my approval, been withdrawn without prejudice.

Very truly yours,

/s/ Rosemary Pye

Rosemary Pye  
Regional Director

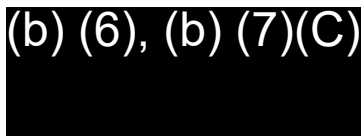
RP:njm

cc: See Attachment

Attachment

Mr. Bradley T. Raymond  
General Counsel  
International Brotherhood of Teamsters  
25 Louisiana Avenue, N. W.  
Washington, DC 20001

(b) (6), (b) (7)(C)

A large black rectangular redaction box covering several lines of text.

Jonathan M. Conti, Esq.  
Feinberg, Campbell & Zack, P.C.  
177 Milk Street, Suite 300  
Boston, MA 02109

Mr. Jack Giarusso  
University of Massachusetts, Lowell Police Department  
1 University Avenue  
Lowell, MA 01854

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

**DO NOT WRITE IN THIS SPACE**

Case 1-CB-11332	Date Filed 03/17/2011
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INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT**

a. Name International Union Security Police & Fire Professionals of America (SPFPA), Local 544		b. Union Representative to contact Mark Crawford	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road Roseville, Michigan 48066		d. Tel. No. 586-772-7250	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Within the past 6 months, the Union has violated its duty of fair representation by deliberately undermining the success of (b) (6), (b) (7)(C) arbitration hearing, deliberately lying to (b) (6) about getting (b) (6) job back and has failed to enforce the remedy ordered by the arbitrator.

3. Name of Employer Protection Strategies Incorporated d/b/a Eagle Technologies		4a. Tel. No. 703-553-0561	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 23009 9th Street, South Suite 501, Arlington, VA 22204			6. Employer representative to contact Rene Gilliam
7. Type of establishment (factory, mine, wholesaler, etc.) IRS building	8. Identify principal product or service security	9. Number of workers employed 30	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			

I declare (b) (6), (b) (7)(C) contents therein are true to the best of my knowledge and belief.		Tel. No. (b) (6), (b) (7)(C)
By (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Cell No.
(signature)	(Print/type name and title or office, if any)	Fax No.
Address (b) (6), (b) (7)(C) (date)		e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

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**UNITED STATES GOVERNMENT**  
**NATIONAL LABOR RELATIONS BOARD**

Region 1 Boston, Massachusetts  
10 Causeway Street, 6th Floor  
Boston, MA 02222-1072  
(617) 565-6700

June 9, 2011

James M. Moore, Esquire  
Gregory, Moore, Jeakle, Heinen & Brooks, PC  
The Cadillac Tower  
65 Cadillac Square, Suite 3727  
Detroit, MI 48226

Dear Mr. Moore:

Re: International Union Security Police and Fire  
Professionals of America (SPFPA)  
(Protection Strategies Incorporated d/b/a Eagle Technologies)  
Case 1-CB-11332

Dear Mr. Moore:

This is to advise you that the Charge in the above matter has, with my approval, been withdrawn without prejudice.

Very truly yours,

/s/ Rosemary Pye

Rosemary Pye  
Regional Director

RP:dm

cc:  
Mr. Mark Crawford  
International Union Security Police & Fire  
Professionals of America (SPFPA), Local 544  
25510 Kelly Road  
Roseville, MI 48066

(b) (6), (b) (7)(C)

A large black rectangular redaction box covers the bottom portion of the document, obscuring any text that might have been present below the redaction code.

Mr. Rene Gilliam  
Protection Strategies Incorporated  
d/b/a Eagle Technologies  
23009 9th Street  
South Suite 501  
Arlington, VA 22204

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 1-CB-11359	Date Filed 5/31/2011

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name International Union, Security, Police and Fire Professionals of America (SPFPA)	b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 25510 Kelley Road, Roseville, Michigan 48066	d. Tel. No. 586-772-7250	e. Cell No.
	f. Fax No. 586-772-9644	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1) (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
- 1.) Not informed of a Union being in place until third month of employment, no return of communication at all.
  - 2.) Not informed of dues to be taken out prior to the 1st deduction,
  - 3.) I was not informed that Core Form or being part of any Union was a prerequisite of employment at ABM Security nor at the South Boston Postal Annex site where I am stationed.
  - 4.) I was not informed upon employment that I had a choice to be a Union member or a Core Non-Member of a Union.
  - 5.) The International Union, Security, Police and Fire Professionals of America (SPFPA) has commenced taking full Union member dues from me of the amount of \$40.00 per month. Also this Union has been taking full member dues from all members of the ABM Team who are full time and part time also without prior warning or sharing with each member their right to be a Non-Member.
  - 6.) Subsequently, dues paying members have been threatened via mailed letters to be terminated from employment if they don't comply as full paying dues members. No agent or agents of this Union have informed any of the ABM Team of rights.
  - 7.) Our alleged (b) (6), (b) (7)(C) self appointed (b) (6), (b) (7)(C) handed all members a vague letter to sign which I include herein.

3. Name of Employer ABM Security Services Inc.	4a. Tel. No. 617-591-6627	b. Cell No.
	c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 59 Inner Belt Rd. Somerville, MA.	6. Employer representative to contact Brad Pierce	
7. Type of establishment (factory, mine, wholesaler, etc.) Service	8. Identify principal product or service Security Service	9. Number of workers employed Approx. 18
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.	b. Cell No.
	c. Fax No.	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)		

I declare (b) (6), (b) (7)(C) Its therein are true to the best of my knowledge and belief.

By (sig) (b) (6), (b) (7)(C) Individual  
(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C) (date) 5/27/2011

Tel. No.
Cell No. (b) (6), (b) (7)(C)
Fax No.
e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD  
**SETTLEMENT AGREEMENT**

**IN THE MATTER OF**

**International Union, Security, Police and Fire Professionals of America  
(SPFPA): 01-CB-011359**

The undersigned Charged Party and the undersigned Charging Party, in settlement of the above matter, and subject to the approval of the Regional Director for the National Labor Relations Board, HEREBY AGREE AS FOLLOWS:

**POSTING OF NOTICE** — Upon approval of this Agreement and receipt of the Notices from the Region, which may include Notices in more than one language as deemed appropriate by the Regional Director, the Charged Party will post immediately in conspicuous places in and about its plant/office, including all places where notices to employees/members are customarily posted, and maintain for 60 consecutive days from the date of posting, copies of the attached Notice (and versions in other languages as deemed appropriate by the Regional Director) made a part hereof, said Notices to be signed by a responsible official of the Charged Party and the date of actual posting to be shown thereon.

In addition to physical posting of paper Notices, the Notice shall be distributed electronically, such as by e-mail, posting on an intranet or an internet site, or other electronic means, if the Charged Party customarily communicates with its employees or members by such means. The electronic posting shall remain posted for 60 consecutive days from the date it was originally posted. The Charged Party will e-mail the Region's Compliance Officer at [claire.powers@nrlrb.gov](mailto:claire.powers@nrlrb.gov) with a link to the electronic posting location on the same day as the posting. In the event that passwords or other log-on information is required to access the electronic posting, the Charged Party agrees to provide such access information to the Region's Compliance Officer. If the Notice is distributed via e-mail, the charged party will forward a copy of the e-mail distributed to the Regional Compliance Officer.

In addition, upon approval of this Agreement, the Charged Party will duplicate and mail, at its own expense, a copy of the attached Notice to all current members of the bargaining unit and to former members of the bargaining unit who were employed at any time since December 1, 2010. Such Notices will be signed by a responsible official of the Charged Party, and the date of actual mailing shall be shown thereon. The Charged Party will furnish to the Regional Director written confirmation as to the date of mailing together with a list of names and addresses of employees to whom Notices were mailed.

**COMPLIANCE WITH NOTICE** — The Charged Party will comply with all the terms and provisions of said Notice.

**DUES REIMBURSEMENT** — Within 14 days from approval of this agreement the Charged Party will make whole the following employees by payment to them the amount opposite each name, which represents the portion of union dues which they paid and were not attributable to



representational expenses (i.e., 14% of the full dues amount) during the period December 1, 2010, to the present:

(b) (6), (b) (7)(C)	14% of \$ (b) (6), (b) (7)(C) = \$44.92 + \$ (b) (6), (b) (7)(C) (interest) = \$ (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	14% of \$ (b) (6), (b) (7)(C) = \$39.30 + \$ (b) (6), (b) (7)(C) (interest) = \$ (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	14% of \$ (b) (6), (b) (7)(C) = \$39.30 + \$ (b) (6), (b) (7)(C) (interest) = \$ (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	14% of \$ (b) (6), (b) (7)(C) = \$39.30 + \$ (b) (6), (b) (7)(C) (interest) = \$ (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	14% of \$ (b) (6), (b) (7)(C) = \$39.30 + \$ (b) (6), (b) (7)(C) (interest) = \$ (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	14% of \$ (b) (6), (b) (7)(C) = \$ 4.50 + \$ (b) (6), (b) (7)(C) (interest) = \$ (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	14% of \$ (b) (6), (b) (7)(C) = \$39.30 + \$ (b) (6), (b) (7)(C) (interest) = \$ (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	14% of \$ (b) (6), (b) (7)(C) = \$39.30 + \$ (b) (6), (b) (7)(C) (interest) = \$ (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	14% of \$ (b) (6), (b) (7)(C) = \$22.28 + \$ (b) (6), (b) (7)(C) (interest) = \$ (b) (6), (b) (7)(C)

**Note:** The Union will not be liable for these payments if, in the interim, the Employer has already reimbursed employees for all dues deducted without authorization.

**DUES LIABILITY** — The Charged Party further agrees that, in any event, the above named employees are not liable for any more than 86% of the dues owed by full members of the Charged Party Union for the period December 1, 2010, through August 2011, as reflected below:

(b) (6), (b) (7)(C)	86% of \$ (b) (6), (b) (7)(C) = \$ (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	86% of \$ (b) (6), (b) (7)(C) = \$ (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	86% of \$ (b) (6), (b) (7)(C) = \$ (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	86% of \$ (b) (6), (b) (7)(C) = \$ (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	86% of \$ (b) (6), (b) (7)(C) = \$ (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	86% of \$ (b) (6), (b) (7)(C) = \$ (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	86% of \$ (b) (6), (b) (7)(C) = \$ (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	86% of \$ (b) (6), (b) (7)(C) = \$ (b) (6), (b) (7)(C)

**SCOPE OF THE AGREEMENT** — This Agreement settles only the following allegations in the above-captioned case, and does not constitute a settlement of any other case(s) or matters:

The International Union, Security, Police and Fire Professionals of America (SPFPA) has, since December 1, 2010, failed to advise bargaining unit employees employed by ABM Security Services, Inc., at the U.S. Postal Service Distribution Center in Dorchester, MA, of their right to be and remain nonmembers of the Union in accordance with the Supreme Court's decision in *NLRB v. General Motors* and has also failed to advise these bargaining unit members of their rights under the Supreme Court's decision in *Communication Workers of America v. Beck*.

**REFUSAL TO ISSUE COMPLAINT** — In the event the Charging Party fails or refuses to become a party to this Agreement, and if in the Regional Director's discretion it will effectuate the policies of the National Labor Relations Act, the Regional Director shall decline to issue a Complaint herein (or a new Complaint if one has been withdrawn pursuant to the terms of this Agreement), and this Agreement shall be between the Charged Party and the undersigned Regional Director. A review of such action may be obtained pursuant to Section 102.19 of the Rules and Regulations of the Board if a request for same is filed within 14 days thereof. This Agreement shall be null and void if the General Counsel does not sustain the Regional Director's action in the event of a review. Approval of this Agreement by the Regional Director shall constitute withdrawal of any Complaint(s) and Notice of Hearing heretofore issued in the above captioned case(s), as well as any answer(s) filed in response.

**AUTHORIZATION TO PROVIDE COMPLIANCE INFORMATION AND NOTICES DIRECTLY TO CHARGED PARTY** — Counsel for the Charged Party authorizes the Regional Office to forward the cover letter describing the general expectations and instructions to achieve compliance, a conformed settlement, original notices and a certification of posting directly to the Charged Party. If such authorization is granted, Counsel will be simultaneously served with a courtesy copy of these documents.

**PERFORMANCE** — Performance by the Charged Party with the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director, or if the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by the Charged Party of notice that no review has been requested or that the General Counsel has sustained the Regional Director.

The Charged Party agrees that in case of non-compliance with any of the terms of this Settlement Agreement by the Charged Party, and after 14 days notice from the Regional Director of the National Labor Relations Board of such non-compliance without remedy by the Charged Party, the Regional Director will issue a complaint that will include the allegations spelled out above in the Scope of Agreement section. Thereafter, the General Counsel may file a motion for default judgment with the Board on the allegations of the complaint. The Charged Party understands and agrees that all of the allegations of the aforementioned complaint will be deemed admitted and it will have waived its right to file an Answer to such complaint. The only issue that may be raised before the Board is whether the Charged Party defaulted on the terms of this Settlement Agreement. The Board may then, without necessity of trial or any other proceeding, find all

allegations of the complaint to be true and make findings of fact and conclusions of law consistent with those allegations adverse to the Charged Party on all issues raised by the pleadings. The Board may then issue an order providing a full remedy for the violations found as is appropriate to remedy such violations. The parties further agree that a U.S. Court of Appeals Judgment may be entered enforcing the Board order ex parte, after service or attempted service upon Charged Party/Respondent at the last address provided to the General Counsel.

**NOTIFICATION OF COMPLIANCE** — The undersigned parties to this Agreement will each notify the Regional Director in writing what steps the Charged Party has taken to comply herewith. Such notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. In the event the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Regional Director that no review has been requested or that the General Counsel has sustained the Regional Director. Contingent upon compliance with the terms and provisions hereof, no further action shall be taken in the above captioned case(s).

Charged Party:  International Union, Security, Police and Fire Professionals of America (SPFPA)		Charging Party:  (b) (6), (b) (7)(C)	
By: Name and Title  /s/ Gordan A. Gregory  General Counsel	Date:  8/25/2011	By: Name and Title  /s/ (b) (6), (b) (7)(C)  (b) (6), (b) (7)(C)	Date:  8/26/2011
Recommended By:  /s/ A. Susan Lawson  Board Agent	Date:  8/26/2011	Approved By:  /s/ Rosemary Pye  Regional Director	Date:  8/26/11

**Attachment A: List of All Locations for Notice Posting**

	Specific Location at Site	City/Town	State
1	Employee Bulletin Boards in ABM work areas at the South Boston Postal Annex at 25 Dorchester Avenue	Boston	Massachusetts
2			
3			
4			
5			
6			
7			
8			

**Attachment B: List of Electronic Media for Notice Posting**

E-mail Address List:
Intranet Site Address:
Internet Site Address:



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 1  
10 CAUSEWAY ST  
6TH FLOOR  
BOSTON, MA 02222-1001

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (617)565-6700  
Fax: (617)565-6725

November 7, 2011

GORDON A. GREGORY, ESQ.  
GENERAL COUNSEL  
GREGORY MOORE JEAKLE & BROOKS, P.C.  
65 CADILLAC SQ., SUITE 3727  
DETROIT, MI 48226-2893

Re: INTERNATIONAL UNION, SECURITY,  
POLICE AND FIRE PROFESSIONALS  
OF AMERICA (SPFPA) (ABM  
SECURITY SERVICE)  
Case 01-CB-011359

Dear Mr. Gregory:

The above-captioned case has been closed on compliance. However, this Office may institute further proceedings if subsequent violations occur.

Very truly yours,

Rosemary Pye  
Regional Director

cc: MARK CRAWFORD, VICE  
PRESIDENT, REGION 1  
INTERNATIONAL UNION, SECURITY,  
POLICE AND FIRE PROFESSIONALS  
OF AMERICA (SPFPA)  
25510 KELLY ROAD  
ROSEVILLE, MI 48066

MIRANDA TOLAR, Esq.  
ABM INDUSTRIES INCORPORATED  
LAW DEPARTMENT LABOR &  
EMPLOYMENT GROUP  
1111 FANNIN STREET, SUITE 1500  
HOUSTON, TX 77002

(b) (6), (b) (7)(C)

BRAD PIERCE  
ABM SECURITY SERVICES, INC.  
59 INNERBELT RD  
SOMERVILLE, MA 02143-4416

FORM NLRB-508

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARDCHARGE AGAINST LABOR ORGANIZATION OR ITS  
AGENTS

DO NOT WRITE IN THIS SPACE	
Case 1-CB-11360	Date Filed 6/1/2011

## INSTRUCTIONS

IO/RH

File an original and 1 copy of this charge and an additional copy for each organization, each local, and each individual named in Item 1 with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring. IO/RH

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT		
a. Labor organization International Union, Security, Police and Fire Professionals of America (SPFPA)		b. Union Representative to contact
c. Telephone No. Tel. 586-772-7250 FAX 586-772-9644	d. Address (street, city, state and ZIP code) 25510 Kelley Road, Roseville, Michigan 48066	
1.e. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>For the bargaining unit of ABM Security Services employees working at the Post Office at 25 Dorchester Avenue and the A Street Lot, South Boston, MA, the above-named Labor Organization (the Union) has unlawfully received dues from employees, after failing to notify employees:</p> <ul style="list-style-type: none"> <li>That they have the right to become, or to remain, nonmembers and that nonmembers have the right to pay reduced financial core dues and fees allowed by the Supreme Court's decision in <u>CWA v. Beck</u> to cover only the costs of collective bargaining.</li> <li>That only nonmembers have the right to challenge the Union's calculation of the reduced financial core dues and fees.</li> </ul> <p>The Union also has unlawfully received dues deducted from the paychecks of supervisors, who are excluded from the bargaining unit of employees which the Union represents.</p> <p>By the above and other acts, the above-named Union has restrained and coerced employees in the exercise of their rights guaranteed by Section 7 of the National Labor Relations Act.</p>		
3. Name of Employer ABM Security Services, Inc.		4. Telephone number 617-591-6627
5. Location of plant involved (street, city, state and ZIP code) 59 Inner Belt Rd., Somerville, MA		6. Employer representative to contact Brad Pierce
7. Type of establishment (factory, mine, wholesaler, etc.) service	8. Identify principal product or service security service	9. Number of workers employed Approx. 12
10. Full name of party filing charge (b) (6), (b) (7)(C)		
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		Telephone number (b) (6), (b) (7)(C)
6. DECLARATION that the statements therein are true to the best of my knowledge and belief.		
By Sgt. (b) (6), (b) (7)(C) s (b) (6), (b) (7)(C)		Title An Individual James Grandmont Telephone (b) (6), (b) (7)(C) Date 6-1-11

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 1  
10 CAUSEWAY ST  
RM 601  
BOSTON, MA 02222-1072

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (617)565-6700  
Fax: (617)565-6725

July 20, 2011

GORDON A. GREGORY, ESQ., GENERAL COUNSEL  
GREGORY MOORE JEAKLE & BROOKS PC  
65 CADILLAC SQ  
STE 3727  
DETROIT, MI 48226-2893

Re: International Union, Security, Police and  
Fire Professionals of America (SPFPA)  
(ABM Security Services, Inc.)  
Case 01-CB-011360

Dear **Mr. Gregory**:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,  
/s/ Rosemary Pye

Rosemary Pye  
Regional Director

RP/cjl

cc:

(b) (6), (b) (7)(C)

BRAD PIERCE  
ABM SECURITY SERVICES, INC.  
59 INNERBELT RD  
SOMERVILLE, MA 02143-4416



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE

Case

1-CB-060835

Date Filed

6/28/2011

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name

International Union of Security  
Police + Fire Professionals of America

b. Union Representative to contact

Dwight Duke

c. Address (Street, city, state, and ZIP code)

25510 Kelley Road  
Roseville, MI 48066

d. Tel. No.

586-772-7250

e. Cell No.

f. Fax No.

g. e-Mail

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (b)(6), (b)(7)(C) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about mid to late (b)(6), (b)(7)(C) 2010, the above named labor organization has breached its duty of fair representation to (b)(6), (b)(7)(C) by failing and refusing to represent (b)(6), (b)(7)(C) with respect to a suspension that the Employer would to (b)(6), (b)(7)(C). Since about January 19, 2011, the above named labor organization has failed to honor a request by (b)(6), (b)(7)(C) to be non-member service fee payor.

3. Name of Employer

ABM Security

4a. Tel. No.

617-276-5422

b. Cell No.

c. Fax No.

d. e-Mail

5. Location of plant involved (street, city, state and ZIP code)

59 Innerbelt Road  
Somerville, MA 02143

6. Employer representative to contact

Brad Pierce

7. Type of establishment (factory, mine, wholesaler, etc.)

Security

8. Identify principal product or service

Security

9. Number of workers employed

About 15

10. Full name of party filing charge

(b)(6), (b)(7)(C)

(b)(6), (b)(7)(C)

Cell No.

c. Fax No.

d. e-Mail

I declare to the best of my knowledge and belief

By (b)(6), (b)(7)(C) (Print/type name and title or office, if any)

Address

(b)(6), (b)(7)(C)

(date)

7/28/2011

Fax No.

e-Mail

NE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
01-CB-061853	July 27, 2011

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name International Union, Security Police & Fire Professionals of America, Local 691	b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road Roseville, MI 48066	d. Tel. No. 860-309-1996	e. Cell No.
	f. Fax No.	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) 1a _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The above named Union has failed and refused to properly represent (b) (6), (b) (7)(C) with respect to a recent suspension and termination.

3. Name of Employer C & D Security Management, Inc.	4a. Tel. No.	b. Cell No. 401-218-3257
	c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 30 Christy's Drive Brockton, MA 02301		6. Employer representative to contact Kevin Baum (b) (6), (b) (7)(C) Capt.
7. Type of establishment (factory, mine, wholesaler, etc.) Federal office building	8. Identify principal product or service Security	9. Number of workers employed 80
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
	c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)		

I declare that (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)  
By (signature) (b) (6), (b) (7)(C)  
Address (b) (6), (b) (7)(C) (date) 7-25-11

Tel No
Cell No. (b) (6), (b) (7)(C)
Fax No.
e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The fee schedule for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

COPY

1-06-061853



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 1  
10 CAUSEWAY ST.  
6TH FLOOR  
BOSTON, MA 02222-1001

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (617)565-6700  
Fax: (617)565-6725

October 19, 2011

GORDON A. GREGORY, GENERAL COUNSEL  
GREGORY, MOORE, JEAKLE & BROOKS, P.C.  
65 CADILLAC SQ., SUITE 3727  
DETROIT, MI 48226-2893

Re: International Union, Security Police & Fire  
Professionals of America, Local 691  
Case 01-CB-061853

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Rosemary Pye

Rosemary Pye  
Regional Director

cc:

(b) (6), (b) (7)(C)  
INTERNATIONAL UNION SECURITY,  
POLICE & FIRE PROFESSIONALS OF  
AMERICA, LOCAL 691  
25510 KELLY RD.  
ROSEVILLE, MI 48066-4932

CAPTAIN KEVIN BAUM  
C & D SECURITY MANAGEMENT, INC.  
30 CHRISTY DR.  
BROCKTON, MA 02301-1825

(b) (6), (b) (7)(C)





UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
01-CB-065478	September 27, 2011

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Security, Police and Fire Professionals of America, Local 444		b. Union Representative to contact President Willy Jones	
c. Address (Street, city, state, and ZIP code) (b) (6), (b) (7)(C) (WILLY JONES) / SPFA SPFPA (b) (6), (b) (7)(C) 25570 KELLY RD ROSEVILLE MI 48066		d. Tel. No. WILLY JONES 215-519-0298	e. Cell No.
		f. Fax No. SPFPA 800-228-7492	g. e-Mail 711 SPFPA 586-772-9250
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about December, 2010, the Union, acting by and through its agents, members or officers, breached its duty of fair representation by failing to file a demand for arbitration on my behalf.			
3. Name of Employer Stop & Shop Supermarket Co.		4a. Tel. No. 508-977-5000	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 136 South Main Street Assonet, MA		6. Employer representative to contact Sue Cina, Human Resources	
7. Type of establishment (factory, mine, wholesaler, etc.) supermarket	8. Identify principal product or service food distribution and sales	9. Number of workers employed 1,500 +	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (Print/type name and title or office, if any)		Tel. No.	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
Address (b) (6), (b) (7)(C)		e-Mail	
(date)			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 1  
10 CAUSEWAY ST.  
6TH FLOOR  
BOSTON, MA 02222-1001

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (617)565-6700  
Fax: (617)565-6725

January 9, 2012

JAMES M. MOORE, ATTORNEY AT LAW  
GREGORY, MOORE, JEAKLE & BROOKS, P.C.  
THE CADILLAC TOWER  
65 CADILLAC SQUARE - STE. 3727  
DETROIT, MI 48226-2893

Re: International Union Security, Police & Fire  
Professionals of America, Local 444 (Stop & Shop)  
Case 01-CB-065478

Dear Mr. Moore:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Rosemary Pye

Rosemary Pye  
Regional Director

RP: ln

cc: WILLY JONES, PRESIDENT  
INTERNATIONAL UNION SECURITY,  
POLICE & FIRE PROFESSIONALS OF  
AMERICA, LOCAL 691

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

WILLY JONES, UNION REP.  
INTERNATIONAL UNION SECURITY,  
POLICE & FIRE PROFESSIONALS OF  
AMERICA, LOCAL 444  
25510 KELLY RD.  
ROSEVILLE, MI 48066-4932

SUE CINA, HUMAN RESOURCES  
STOP & SHOP SUPERMARKET CO.  
136 SOUTH MAIN STREET  
ASSONET, MA 02702-1647

INTERNATIONAL UNION SECURITY,  
POLICE & FIRE PROFESSIONALS OF  
AMERICA, LOCAL 444 (Stop & Shop)  
Case 01-CB-065478

- 2 -

January 9, 2012



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

**DO NOT WRITE IN THIS SPACE**

Case 01-CB-072465	Date Filed Jan. 13, 2012
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INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

**1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT**

a Name United Federation of Special Police and Security Officers, Inc	b. Union Representative to contact Ralph M. Purdy, President	
c Address (Street, city, state, and ZIP code) 540 North State Road  Brarcliff Manor, New York 10510	d Tel No 914-941-4103  f Fax No 914-941-4472	e Cell No  g e-Mail mailroom@securityfederation.com
h The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) 1 & 3 of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

**2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

This union is being represented by a (b) (6), (b) (7)(C) security department employee, (b) (6), (b) (7)(C), who was never elected to (b) (6), position. There was never an election held for union steward and no other employees were given the opportunity to serve in this role.

(b) (6), (b) (7)(C) has not provided any reports or updates regarding the ongoing negotiations. (b) (6), (b) (7)(C) has stated that the negotiations are confidential. (b) (6), (b) (7)(C) also does not meet with employees to discuss our wishes and opinions of what should be negotiated on our behalf. I am one of many employees who are uncomfortable with the contract being negotiated without our input and furthermore, I would welcome the opportunity to run in an election for the position (b) (6), (b) (7)(C) assumed without an election. Also, (b) (6), (b) (7)(C) is currently listed as a (b) (6), (b) (7)(C) for the union. Again, we the voting membership did not have an opportunity to choose this position. These facts constitute unfair labor practices being conducted by the union and it's chosen representative.

3 Name of Employer Steward Good Samaritan Medical Center	4a Tel No 508-427-3000  c Fax No	b Cell No  d e-Mail
5. Location of plant involved (street, city, state and ZIP code) 235 North Pearl Street Brockton, MA 02301		6 Employer representative to contact
7 Type of establishment (factory, mine, wholesaler, etc) Hospital	8 Identify principal product or service Heathcare	9. Number of workers employed
10 Full name of party filing charge (b) (6), (b) (7)(C)	11a Tel No (b) (6), (b) (7)(C)  c Fax No. (b) (6), (b) (7)(C)	b Cell No (b) (6), (b) (7)(C)  d e-Mail
11 Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		

I declare (b) (6), (b) (7)(C)  By (b) (6), (b) (7)(C) (signature) (Print/type name and title or office, if any)	<b>DECLARATION</b> statements therein are true to the best of my knowledge and belief		Tel No
			Cell No (b) (6), (b) (7)(C)
			Fax No
			e-Mail (b) (6), (b) (7)(C)
Address (b) (6), (b) (7)(C)		(date) 01-11-12	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 1  
10 CAUSEWAY ST.  
6TH FLOOR  
BOSTON, MA 02222-1001

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (617)565-6700  
Fax: (617)565-6725

March 12, 2012

RALPH M. PURDY, PRESIDENT  
UNITED FEDERATION OF SPECIAL POLICE &  
SECURITY OFFICERS, INC.  
540 NORTH STATE RD.  
BRIARCLIFF MANOR, NY 10510-1598

Re: United Federation of Special Police and  
Security Officers, Inc. (Steward Good  
Samaritan Medical Center)  
Case 01-CB-072465

Dear Mr. Purdy:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Rosemary Pye

Rosemary Pye  
Regional Director

RP/ln

cc:

(b) (6), (b) (7)(C)

STEWARD GOOD SAMARITAN MEDICAL CENTER  
235 N. PEARL STREET  
BROCKTON, MA 02301-1794

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
01-CB-072513	January 17, 2012

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name <b>RALPH PURDY, UNITED FEDERATION OF SPECIAL POLICE AND SECURITY OFFICERS</b>		b. Union Representative to contact <b>RALPH Purdy, (b) (6), (b) (7)(C)</b>	
c. Address (Street, city, state, and ZIP code) <b>540 NORTH STATE ROAD BEAR CLIFF MANOR NEW YORK, 10510</b>		d. Tel. No. <b>(914) 941-4103</b>	e. Cell No.
		f. Fax No. <b>(914) 941-4472</b>	g. e-Mail <b>(b) (6), (b) (7)(C)</b>
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) <b>3</b> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) <b>(b) (6), (b) (7)(C) AND (b) (6), (b) (7)(C) ARE NOT BARGAINING ON BEHAIF OF THE WHOLE UNION BODY, BUT ONLY ON A SELECT FEW. NO INFO HAS BEEN PASSED DOWN ABOUT NEGOTIATIONS OR EVEN WHAT THEY ARE BARGAINING FOR. (b) (6), (b) (7)(C) ONLY SHOWS A SELECT FEW WHAT THE CONTRACT LOOKS LIKE AND HIDES IT FROM OTHERS. THEY ARE APPOINTING UNION STEWARDS WITHOUT A MAJORITY VOTE.</b>			
3. Name of Employer <b>GOOD SAMARITAN MEDICAL CENTER</b>		4a. Tel. No. <b>(508) 427-3000</b>	b. Cell No.
		c. Fax No. <b>(508) 427-2219</b>	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) <b>235 N. PEARL ST BROCKTON MA. 02301</b>		6. Employer representative to contact	
7. Type of establishment (factory, mine, wholesaler, etc.) <b>HEALTHCARE/HOSPITAL</b>	8. Identify principal product or service <b>HEALTHCARE</b>	9. Number of workers employed <b>34</b>	
10. Full name of party filing charge <b>(b) (6), (b) (7)(C)</b>		11a. Tel. No. <b>(b) (6), (b) (7)(C)</b>	b. Cell No.
		c. Fax No. <b>(b) (6), (b) (7)(C)</b>	d. e-Mail <b>(b) (6), (b) (7)(C)</b>
11. Address of party filing charge (street, city, state and ZIP code.) <b>(b) (6), (b) (7)(C)</b>			
12. DECLARATION I declare that <b>(b) (6), (b) (7)(C)</b> and that the statements therein are true to the best of my knowledge and belief. By <b>(b) (6), (b) (7)(C)</b> (signature of representative or person making charge) (Print type name and title or office, if any)  Address <b>(b) (6), (b) (7)(C)</b> (date) <b>1/17/12</b>		Tel No. Cell No. <b>(b) (6), (b) (7)(C)</b> Fax <b>(b) (6), (b) (7)(C)</b> e-Mail	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 1  
10 CAUSEWAY ST  
6TH FLOOR  
BOSTON, MA 02222-1001

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (617)565-6700  
Fax: (617)565-6725

March 7, 2012

(b) (6), (b) (7)(C)

Re: UNITED FEDERATION OF SPECIAL  
POLICE AND SECURITY OFFICERS  
Case 01-CB-072513

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that UNITED FEDERATION OF SPECIAL POLICE & SECURITY OFFICERS, INC. has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge because of the lack of cooperation by the Charging Party. After your initial telephone contact with the Board agent, you failed to respond to his subsequent voicemail messages. By e-mail dated February 6, 2012, you were given a deadline of February 16 to present your evidence, to which you never responded.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at [www.nlrb.gov](http://www.nlrb.gov). However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

**Means of Filing:** An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at [www.nlrb.gov](http://www.nlrb.gov), click on **File Case Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

**Appeal Due Date:** The appeal is due on March 21, 2012. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than March 20, 2012.

**Extension of Time to File Appeal:** Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to [www.nlr.gov](http://www.nlr.gov), click on **File Case Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before** March 21, 2012. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Rosemary Pye

Rosemary Pye  
Regional Director

RP:cds

Enclosure

cc: GENERAL COUNSEL  
OFFICE OF APPEALS  
FRANKLIN COURT BUILDING  
NATIONAL LABOR RELATIONS  
BOARD  
1099 14<sup>TH</sup> STREET, NW  
WASHINGTON, DC 20570

RALPH M. PURDY, President  
UNITED FEDERATION OF SPECIAL  
POLICE & SECURITY OFFICERS, INC.  
540 N STATE RD  
BRIARCLIFF MANOR, NY 10510-1598

SHEILA WALLACE, SECURITY  
MANAGER  
GOOD SAMARITAN MEDICAL  
CENTER, INC.  
235 N. PEARL STREET  
BROCKTON, MA 02301-1794

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

**APPEAL FORM**

To: General Counsel  
Attn: Office of Appeals  
National Labor Relations Board  
Room 8820, 1099 - 14th Street, N.W.  
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

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Case Name(s).

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Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

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*(Signature)*



INTERNET  
FORM NLRB-500  
(2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case  
01-CB-097095

Date Filed  
January 25, 2013

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

## 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name United Federation of Special Police & Security Officers, Inc. (UFSPSO)		b. Union Representative to contact Ralph M. Purdy	
c. Address (Street, city, state, and ZIP code) 540 North State Rd. Briarcliff Manor, NY 10510		d. Tel. No. 914-941-4103	e. Cell No.
		f. Fax No. 914-941-4472	g. e-Mail mailroom@securifyfederation.com
h. The above named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1) (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past six months, in connection with a representation petition (NLRB Case 01-RC-096588), UFSPSO, through its agents, including statutory supervisors (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C), distributed and collected authorization cards and/or restrained and coerced employees to support UFSPSO and sign authorization cards.

3. Name of Employer Asset Protection Group, LLC d/b/a APG Security		4a. Tel. No. 312-201-2735	b. Cell No.
		c. Fax No. 312-201-2555	d. e-Mail slee@edwardswildman.com
5. Location of plant involved (street, city, state and ZIP code) Holy Family Hospital, 70 East St., Methuen, MA 01844		6. Employer representative to contact Sang-yul LEE, Counsel for APG	
7. Type of establishment (factory, mine, wholesaler, etc.) Security Services Provider	8. Identify principal product or service Security Services	9. Number of workers employed Approximately 20	
10. Full name of party filing charge Asset Protection Group, LLC d/b/a APG Security		11a. Tel. No. 312-201-2735	b. Cell No.
		c. Fax No. 312-201-2555	d. e-Mail Same as below
11. Address of party filing charge (street, city, state and ZIP code.) c/o Edwards Wildman Palmer LLP 225 W. Wacker Dr., Suite 3000, Chicago, IL 60606			

12. DECLARATION  
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.  
By Sang-yul LEE Sang-yul LEE  
(signature of representative or person making charge) (Print/type name and title or office, if any)

Edwards Wildman Palmer LLP  
Address 225 W. Wacker Dr., Suite 3000, Chicago, IL 60606 (date) 1/25/13

Tel. No.  
312-201-2735  
Cell No.  
Fax No.  
312-201-2555  
e-Mail  
slee@edwardswildman.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
01-CB-104405	May 6, 2013

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name Fraternal Order of Postal Police	b. Union Representative to contact (b) (6), (b) (7)(C)
c. Address (Street, city, state, and ZIP code) P.O. Box 51271 Boston, MA 02205-1271	d. Tel. No. (b) (6), (b) (7)(C)
	f. Fax No. g. e-Mail

h. The above-named organization(s) or its agent(s) has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since the last six months, the above named Union has failed and refused to represent me by failing and/or refusing to file and/or process grievances on my behalf; and, by failing and refusing to communicate with me about grievances, for reasons that are arbitrary and capricious.

3. Name of Employer United States Postal Inspection Service	4a. Tel. No. (877)876-2455	b. Cell No.
	c. Fax No. (617)556-0400	d. e-Mail

5. Location of plant involved (street, city, state and ZIP code) 495 Summer Street Boston, MA 02210-2114	6. Employer representative to contact Kevin Nyland
--	---

7. Type of establishment (factory, mine, wholesaler, etc.) Postal Service-	8. Identify principal product or service Inspection Service	9. Number of workers employed 50
---	--	-------------------------------------

10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)
	c. Fax No. (b) (6), (b) (7)(C)

11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)
--

12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief		Tel. No.
By (b) (6), (b) (7)(C) (Print/type name and title or office, if any)	An Individual	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Fax No.
Address (b) (6), (b) (7)(C)	May 6, 2013	(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 1  
10 CAUSEWAY ST  
6TH FLOOR  
BOSTON, MA 02222-1001

Agency Website:  
[www.nlr.gov](http://www.nlr.gov)  
Telephone: (617)565-6700  
Fax: (617)565-6725

July 1, 2013

ARLUS J. STEPHENS, ESQ.  
MURPHY ANDERSON PLLC  
1701 K ST NW  
WASHINGTON, DC 20006-1503

Re POSTAL POLICE OFFICERS ASSOCIATION  
(United States Postal Inspection Service)  
Case 01-CB-104405

Dear Mr. STEPHENS:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Jonathan B. Kreisberg

JONATHAN B. KREISBERG  
Regional Director

cc: (b) (6), (b) (7)(C)  
POSTAL POLICE OFFICERS  
ASSOCIATION  
PO BOX 51271  
BOSTON, MA 02205-1271

PATRICIA DELVECCHIO  
PARALEGAL SPECIALIST  
UNITED STATES POSTAL SERVICE  
1720 MARKET STREET, ROOM 2400  
ST. LOUIS, MO 63155-9948

(b) (6), (b) (7)(C), (b) (6), (b) (7)(C)  
POSTAL POLICE OFFICERS  
ASSOCIATION  
PO BOX 5522  
WILLOWICK, OH 44095

PETER J. HENRY, SENIOR COUNSEL  
UNITED STATES POSTAL SERVICE  
475 L'ENFANT PLAZA SW  
WASHINGTON, DC 20260-0004

(b) (6), (b) (7)(C)

TAMMY MOORE, ESQ.  
UNITED STATES POSTAL INSPECTION  
SERVICE OFFICE OF COUNSEL  
4600 ALDINE BENDER RD  
NORTH HOUSTON, TX 77315-9901

KEVIN NILAND  
UNITED STATES POSTAL INSPECTION  
SERVICE  
495 SUMMER ST  
BOSTON, MA 02210-2114

POSTAL POLICE OFFICERS  
ASSOCIATION (United States Postal  
Inspection Service)  
Case 01-CB-104405

- 2 -

July 1, 2013

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 01-CB-107491	Date filed June 19, 2013
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1 LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a Name SPFPA		b Union Representative to Contact	
c Address 25510 KELLY RD, ROSEVILLE, MI 48066-4932		d Tel No (586) 772-7250	e Cell No
		f Fax No	g e-Mail
h The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act			
2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since on or about (b) (6), (b) (7)(C), 2012, the above-named labor organization, by its officers, agents and representatives, has, by refusing to file a grievance for (b) (6), (b) (7)(C) regarding (b) (6), termination and by other acts and conduct, restrained and coerced employees of C&amp;D Enterprises in the exercise of the rights guaranteed in Section 7 of the Act.</p>			
3 Name of Employer C&D Enterprises		4a Tel No (860) 240-2609	4b Cell No
		4c Fax No	4d e-Mail
5 Location of Plant involved (street, city, state, and ZIP code) 450 Main Street, Hartford, CT 06103		6 Employer representative to contact Ray J. Agrizone	
7 Type of Establishment (factory, mine, wholesaler) Federal Building	8 Principal product or service Security	9 Number of Workers employed	
10 Full name of party filing charge (b) (6), (b) (7)(C)		11a Tel No (b) (6), (b) (7)(C)	11b Cell No (b) (6), (b) (7)(C)
		11c Fax No	11d e-Mail
11 Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I, (b) (6), (b) (7)(C), declare that the statements therein are true to the best of my knowledge and belief.			
By (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel No (b) (6), (b) (7)(C)	Cell No (b) (6), (b) (7)(C)
(sig)	Print/type name and title or office, if any	Fax No	
Address (b) (6), (b) (7)(C)		Date 6-13-13	e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
 PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 1  
10 Causeway St Fl 6  
Boston, MA 02222-1001

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (617)565-6700  
Fax: (617)565-6725

September 5, 2013

RAY J. AGRINZONE  
C&D ENTERPRISES  
450 MAIN ST., STE. G14  
HARTFORD, CT 06103-3002

ERIC W. BERG, ESQ.  
GREGORY, MOORE, JEAKLE & BROOKS, P.C.  
THE CADILLAC TOWER  
65 CADILLAC SQ., STE. 3727  
DETROIT, MI 48226-2893

Re: C&D Enterprises  
Case 01-CA-107486

International Union of Security, Police and  
Fire Professionals of America (SPFPA)  
(C&D Enterprises)  
Case 01-CB-107491

Dear Mr. Agrinzone, Mr. Berg:

This is to advise you that I have approved the withdrawal of the charges in the above cases.

Very truly yours,

/s/ Jonathan B. Kreisberg

Jonathan B. Kreisberg  
Regional Director

JBK/ln

cc:

(b) (6), (b) (7)(C)

INTERNATIONAL UNION, SECURITY OF POLICE AND  
FIRE PROFESSIONALS OF AMERICA (SPFPA)  
25510 KELLY RD  
ROSEVILLE, MI 48066-4932



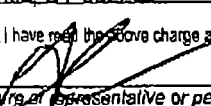
INTERNET  
FORM NLRB-508  
(2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
01-CB-122545	2/12/14

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name United Federation of Special Police and Security Officers, Inc.		b. Union Representative to contact Ralph Purdy, President	
c. Address (Street, city, state, and ZIP code) 540 North State Road Briarcliff Manor, NY 10510-1598		d. Tel. No. 914-941-4103	e. Cell No.
		f. Fax No. 914-941-4472	g. e-Mail mailroom@securityfederation.com
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about December 4, 2013, the United Federation of Special Police and Security Officers, Inc. ("the Union"), by and through its officers, agents, and representatives, failed and refused to bargain in good faith with Windham Community Memorial Hospital. Specifically, the Union has asserted that a provision of the collective bargaining agreement relating to health insurance was deleted by the parties, when in reality the parties never agreed to such a deletion. The bargaining history is clear on this provision, and the Union now seeks to capitalize on a clerical error in the drafting of the contract that was corrected shortly thereafter.			
3. Name of Employer Windham Community Memorial Hospital		4a. Tel. No. 860-456-6878	b. Cell No.
		c. Fax No. 860-456-6995	d. e-Mail theresa.buss@hhchealth.org
5. Location of plant involved (street, city, state and ZIP code) 112 Mansfield Avenue Willimantic, CT 06226		6. Employer representative to contact Gabriel Jiran, Shipman & Goodwin LLP 860-251-5520	
7. Type of establishment (factory, mine, wholesaler, etc.) Hospital	8. Identify principal product or service Health care		9. Number of workers employed
10. Full name of party filing charge Windham Community Memorial Hospital		11a. Tel. No. 860-456-6878	b. Cell No.
		c. Fax No. 860-456-6995	d. e-Mail See above
11. Address of party filing charge (street, city, state and ZIP code.) 112 Mansfield Avenue Willimantic, CT 06226			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By  Theresa Buss, Reg VP, HR (signature of representative or person making charge) (Print/Type name and title or office, if any)		Tel. No. 860-456-6878	
		Cell No. 860-463-1546	
		Fax No. 860-456-6995	
		e-Mail Theresa.Buss@hhchealth.org	
Address 112 Mansfield Avenue, Willimantic, CT 06226			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.





UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 34  
450 Main St Ste 410  
Hartford, CT 06103-3078

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (860)240-3522  
Fax: (860)240-3564

March 27, 2014

RALPH M. PURDY, President  
UNITED FEDERATION OF SPECIAL POLICE & SECURITY OFFICERS, INC  
540 North State Road  
Briarcliff Manor, NY 10510-1598

Re: United Federation of Special Police and  
Security Officers (Windham Community  
Memorial Hospital)  
Case 01-CB-122545

Dear Mr. PURDY:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

JONATHAN B. KREISBERG  
Regional Director

By:

JOHN S. COTTER  
Officer in Charge

cc: Theresa Buss, Vice President, Human  
Resources  
Windham Community Memorial Hospital  
112 Mansfield Ave  
Willimantic, CT 06226-2045

GABRIEL J. JIRAN, ESQ.  
SHIPMAN & GOODWIN  
1 Constitution Plz Fl 19  
Hartford, CT 06103-1919

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS****DO NOT WRITE IN THIS SPACE**Case  
01-CB-123930Date Filed  
March 7, 2014

INSTRUCTIONS: File an original and 4 copies of this charge and an additional copy for each organization, each local, and each individual named in item 1 with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.

## 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name Postal Police Office Association  
Fraternal Order of Police, National Labor Councilb. Union Representative to contact  
(b) (6), (b) (7)(C)

c. Telephone No.

(b) (6), (b) (7)(C)

d. Address (street, city, state and ZIP code)

P. O. Box 5522  
Willowick, OH 44095USPS  
No. 2e. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1) (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Beginning on or about (b) (6), (b) (7)(C) 2013, the Union violated its duty of fair representation regarding my Removal from employment with U.S. Postal Inspection Service.

I received a ~~letter~~ Notice of Removal on (b) (6), (b) (7)(C) 2013, and I filed a Step 1 grievance on (b) (6), (b) (7)(C) 2013.

• The Union failed to file an appeal to Step 2 in a timely manner. Union filed Step 2 on (b) (6), (b) (7)(C) 2013 according to IWC. Niland's letter dated (b) (6), (b) (7)(C) 2013.

• The Union failed to file an appeal to Step 3 in a timely manner according to a letter dated (b) (6), (b) (7)(C) 2014 from (b) (6), (b) (7)(C) (b) (6), (b) (7)(C).

• The Union Stated to me that they will not stand in my way to take this case to Arbitration, but they will not pay.

3. Name of Employer  
U.S. Postal Inspection Service4. Telephone No.  
877-876-2455

5. Location of plant involved (street, city, state and ZIP code)

495 Summer St. Suite 600, Boston, MA 02210-2114

6. Employer representative to contact

Kevin M. Niland

7. Type of establishment (factory, mine, wholesaler, etc.)

Postal Service

8. Identify principal product or service

Postal Service

9. Number of workers employed

10. Full name of party filing charge

(b) (6), (b) (7)(C)

11. Address (street, city, state and ZIP code)

(b) (6), (b) (7)(C)

12. Telephone No.

(b) (6), (b) (7)(C)

## 13. DECLARATION

I de (b) (6), (b) (7)(C) charge and that the statements therein are true to the best of my knowledge and belief.

By (sig) (b) (6), (b) (7)(C) ing charge)

(title or office, if any)

Address

(Telephone No.)

(date)

3/7/14



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 1  
10 Causeway St Fl 6  
Boston, MA 02222-1001

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (617)565-6700  
Fax: (617)565-6725

May 30, 2014

(b) (6), (b) (7)(C)

Re: POSTAL POLICE OFFICER'S  
ASSOCIATION - FRATERNAL ORDER  
OF POLICE, NATIONAL LABOR  
COUNSEL, USPS NO .2  
(United States Postal Inspection Service)  
Case 01-CB-123930

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that Postal Police Officer's Association has violated the National Labor Relations Act.

**Decision to Dismiss:** The investigation revealed insufficient evidence to establish that the Union failed or refused to process your termination grievance or otherwise failed to represent you for any arbitrary or discriminatory reasons. Rather, the Union processed your termination grievance to Step 3 of the grievance procedure, and decided not to process your grievance to arbitration based on its good faith belief that it could not prevail in arbitration. Accordingly, I am refusing to issue complaint in this case.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at [www.nlr.gov](http://www.nlr.gov). However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at [www.nlr.gov](http://www.nlr.gov), click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

**Appeal Due Date:** The appeal is due on **June 13, 2014**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a


May 30, 2014

delivery service no later than June 12, 2014. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before June 13, 2014.** The request may be filed electronically through the *E-File Documents* link on our website [www.nlr.gov](http://www.nlr.gov), by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after June 13, 2014, **even if it is postmarked or given to the delivery service before the due date.** Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,



Jonathan B. Kreisberg  
Regional Director

JBK:cds

Enclosure

Postal Police Officer's Association -  
Fraternal Order of Police, National Labor  
Counsel, USPS No .2 (United States Postal  
Inspection Service)  
Case 01-CB-123930

- 3 -

May 30, 2014

cc: (b) (6), (b) (7)(C), (b) (6), (b) (7)(C)  
POSTAL POLICE OFFICER'S  
ASSOCIATION  
PO BOX 5522  
WILLOWICK, OH 44095-0522

KEVIN NILAND  
UNITED STATES POSTAL  
INSPECTION SERVICE  
495 SUMMER ST  
BOSTON, MA 02210-2109

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

**APPEAL FORM**

To: General Counsel  
Attn: Office of Appeals  
National Labor Relations Board  
Room 8820, 1099 - 14th Street, N.W.  
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

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Case Name(s).

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Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

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*(Signature)*



UNITED STATES GOVERNMENT  
**NATIONAL LABOR RELATIONS BOARD**  
OFFICE OF THE GENERAL COUNSEL  
Washington, D.C. 20570

August 15, 2014

(b) (6), (b) (7)(C)

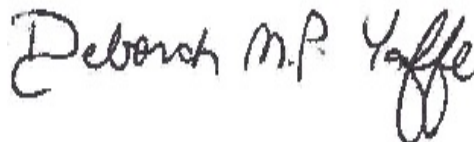
Re: Postal Police Officer's Association -  
Fraternal Order of Police, National Labor  
Counsel, USPS No .2 (United States Postal  
Inspection Service)  
Case 01-CB-123930

Dear (b) (6), (b) (7)(C):

This Office has carefully considered your appeal. The appeal is denied substantially for the reasons in the Regional Director's letter of May 30, 2014. A union has a statutory duty to fairly represent all bargaining unit employees in the processing of grievances. *See Vaca v. Sipes*, 386 U.S. 171 (1967); *Miranda Fuel Co.*, 140 NLRB 181 (1962). However, unions have broad discretionary power to settle or drop grievances for many reasons. A union is not expected to do everything possible or perfectly as long as it uses reasonable judgment in good faith. *Truck Drivers, Local Union No. 355*, 229 NLRB 1319, 1321 (1977). Here, the evidence fails to establish that the Union's decision not to take your grievance to arbitration was motivated by any unlawful considerations. The Union processed your grievance through all three steps of the grievance procedure and was successful in securing a proposed settlement. Based on the merits of your grievance and the terms of the settlement, the Union made a good-faith determination not to further process your grievance to arbitration. Accordingly, further proceedings are unwarranted.

Sincerely,

Richard F. Griffin, Jr.  
General Counsel

By: 

---

Deborah M.P. Yaffe, Director  
Office of Appeals



Postal Police Officer's Association -  
Fraternal Order of Police, National Labor  
Counsel, USPS No .2 (United States Postal  
Inspection Service)  
Case 01-CB-123930

-2

cc: JONATHAN B. KREISBERG  
REGIONAL DIRECTOR  
NATIONAL LABOR RELATIONS  
BOARD  
10 CAUSEWAY ST FL 6  
BOSTON, MA 02222-1001

KEVIN NILAND  
UNITED STATES POSTAL  
INSPECTION SERVICE  
495 SUMMER ST  
BOSTON, MA 02210-2109

(b) (6), (b) (7)(C), (b) (6), (b) (7)(C)  
POSTAL POLICE OFFICER'S  
ASSOCIATION  
PO BOX 5522  
WILLOWICK, OH 44095-0522

cl

INTERNET  
FORM NLRB-508  
(2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case  
01-CB-124933

Date Filed  
March 21, 2014

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name SECURITY POLICE AND FIRE PROFESSIONALS OF AMERICA INTERNATIONAL UNION	b. Union Representative to contact	
c. Address (Street, city, state, and ZIP code) 25510 KELLY ROAD ROSEVILLE, MI 48066	d. Tel. No. 586-772-7250	e. Cell No.
	f. Fax No. 586-772-9644	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) <u>1(A)</u> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about the beginning of March, the above Labor Organization, through its Officers, agents and assigned has violated the ct by removing the (b) (6), (b) (7)(C) from (b) (6) elected position without due process as a way of discouraging the employees from engaging in protective activities.

By the above Acts, and others, the above named Labor Organization has violated the employees rights as guaranteed in Section 7 of the Act.

3. Name of Employer E & A Protective Services Bravo LLC	4a. Tel. No. 571-931-0222	b. Cell No.
	c. Fax No. 571-931-0240	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) IRS Building, Andover, Ma.		6. Employer representative to contact Scott Carlton
7. Type of establishment (factory, mine, wholesaler, etc.) Federal Building	8. Identify principal product or service Security Services	9. Number of workers employed 60
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
	c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)		

## 12. DECLARATION

I declare that the foregoing is true to the best of my knowledge and belief.  
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)  
(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address \_\_\_\_\_ (date) 3/18/14

Tel. No. (b) (6), (b) (7)(C)  
Cell No. (b) (6), (b) (7)(C)  
Fax No.  
e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 1  
10 Causeway St Fl 6  
Boston, MA 02222-1001

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (617)565-6700  
Fax: (617)565-6725

April 2, 2014

MICHAEL J. AKINS, ESQ.  
GREGORY, MOORE JEAKLE & BROOKS, P.C.  
65 CADILLAC SQUARE, SUITE 3727  
DETROIT, MI 48226-2822

Re: International Union, Security Police and  
Fire Professionals of America (SPFPA)  
(E & A Protective Services - Bravo, LLC)  
Case 01-CB-124933

Dear Mr. Akins:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Jonathan B. Kreisberg

Jonathan B. Kreisberg  
Regional Director

JBK/ln

cc: INTERNATIONAL UNION, SECURITY POLICE AND  
FIRE PROFESSIONALS OF AMERICA (SPFPA)  
25510 KELLY RD  
ROSEVILLE, MI 48066-4932

(b) (6), (b) (7)(C)

SCOTT CARLTON  
E & A PROTECTIVE SERVICES - BRAVO, LLC  
17981 DUMFRIES SHOPPING PLZ  
DUMFRIES, VA 22026-2327

FORM NLRB-508  
(6-90)

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

01-CB-124936

March 21, 2014

INSTRUCTIONS: File an original and 4 copies of this charge and an additional copy for each organization, each local, and each individual named in Item 1 with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.

**1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT**

a. Name

Security Police and Fire Professionals of America International Union

b. Union Representative to contact

Mark Crawford

c. Telephone No.

586-772-7250

d. Address (street, city, state and ZIP code)

25510 Kelly Road, Roseville, MI 48066

e. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

I was informed by a mass email on March 20th that I had been removed from my office as the (b) (6), (b) (7)(C). I did not receive any official word through certified mail nor did I even get the courtesy of a private email, which is how the (b) (6), (b) (7)(C) found out (b) (6), (b) (7)(C) was being removed. My removal was done without due process, as I was informed that my hearing would be in Michigan on Monday, (b) (6), (b) (7)(C). I believe this was done as a way of discouraging the local members from seeking other representation.

By the above acts, and others, the above named labor organization has violated the employees rights as guaranteed in Section 7 of the Act.

3. Name of Employer

E&amp;A Protective Services Bravo - LLC

4. Telephone No

571-931-0222

5. Location of plant involved (street, city, state and ZIP code)

IRS Building, 310 Lowell St, Andover, MA 01810

6. Employer representative to contact

Andrea Czeck

7. Type of establishment (factory, mine, wholesaler, etc.)

Federal Building

8. Identify principal product or service

Security Services

9. Number of workers employed

55

10. Full name of party filing charge

(b) (6), (b) (7)(C)

11. Address of party filing charge (street, city, state and ZIP code)

(b) (6), (b) (7)(C)

12. Telephone No.

(b) (6), (b) (7)(C)

**13. DECLARATION**

I declare that (b) (6), (b) (7)(C) has filed this charge and that the statements therein are true to the best of my knowledge and belief.

By

(signature of person making charge)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(title or office, if any)

3-21-2014

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001)

\*U.S. GPO: 2000-484-840/29074



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 1  
10 Causeway St Fl 6  
Boston, MA 02222-1001

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (617)565-6700  
Fax: (617)565-6725

April 2, 2014

MICHAEL J. AKINS, ESQ.  
GREGORY MOORE JEAKLE AND BROOKS, PC  
65 CADILLAC SQUARE, SUITE 3727  
DETROIT, MI 48226-2893

Re: INTERNATIONAL UNION, SECURITY POLICE &  
FIRE PROFESSIONALS OF AMERICA  
(E & A Protective Services - Bravo, LLC)  
Case 01-CB-124936

Dear Mr. AKINS:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Jonathan B. Kreisberg

JONATHAN B. KREISBERG  
Regional Director

cc:

MARK CRAWFORD  
INTERNATIONAL UNION, SECURITY  
POLICE AND FIRE PROFESSIONALS  
OF AMERICA  
25510 KELLY ROAD  
ROSEVILLE, MI 48066-4932

ANDREA CZECK, OWNER  
E & A PROTECTIVE SERVICES -  
BRAVO, LLC  
17981 DUMFRIES SHOPPING PLAZA  
DUMFRIES, VA 22026-2327

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
01-CB-128487	5/9/2014

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Security Police and Fire Professionals of America		b. Union Representative to contact Mark Crawford V.P. Region 1	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Rd., Roseville, MI 48066		d. Tel. No. 586-772-7250ex115	e. Cell No. 586-260-8281
		f. Fax No. 586-772-9644	g. e-Mail mcrawford@spfpa.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(a) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Failure to respond to Local 691's requests for assistance. Failure to negotiate a contract in a timely manner. Failure to include the Local 691 in the negotiations of April 2014. Failure to provide the proposed contract to the Local before calling for a ratification vote. Failure to ensure that everyone of the Local 691 was able to attend the ratification meeting by making sure members had notice and that it was scheduled at a time and date members could attend the meeting to vote. Told by this (b) (6), (b) (7)(C) that the members are not a union until they have a contract.			
3. Name of Employer Paragon Systems / American Eagle Protective Services		4a. Tel. No. 203-441-4807	b. Cell No. 860-836-5010
		c. Fax No. 203-441-4809	d. e-Mail ragrinzone@aeps.us
5. Location of plant involved (street, city, state and ZIP code) 450 Main St. Hartford, CT 06103		6. Employer representative to contact Ray Agrinzone Project Manager	
7. Type of establishment (factory, mine, wholesaler, etc.) Security	8. Identify principal product or service Security	9. Number of workers employed 170	
10. Full name of party filing charge Local 691 SPFPA		11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)		860-584-2186	(b) (6), (b) (7)(C)
12. DECLARATION (b) (6), (b) (7)(C) that the statements therein are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (Print/type name and title or office, if any)		Tel. No.	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No. (b) (6), (b) (7)(C)	
Address (b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)	
		(date) 5/9/2014	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 34  
450 Main St Ste 410  
Hartford, CT 06103-3078

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (860)240-3522  
Fax: (860)240-3564

July 31, 2014

Gordon A. Gregory, General Counsel  
International Union, SPFPA  
Gregory, Moore, Jeakle & Brooks, PC  
65 Cadillac Square, Suite 3727  
Detroit, Mi 48226

Re: Security Police and Fire Professionals of  
America (Paragon Systems/American Eagle  
Protective Services)  
Case 01-CB-128487

Dear Mr. Gregory:

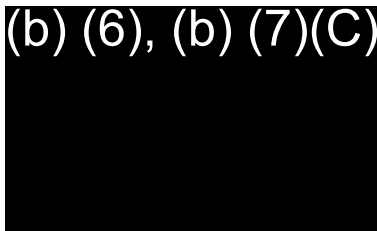
This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

*Michael C. Cass*

Michael C. Cass  
Officer in Charge

cc: (b) (6), (b) (7)(C)



Ray J. Agrinzone, Project Manager  
Paragon Systems/American Eagle  
Protective Services  
450 Main St Ste G14  
Hartford, CT 06103-3002

Mark Crawford, V.P. Region 1  
Security Police & Fire Professionals  
Of America, Local 119  
22510 Kelly Rd  
Roseville, MI 48066



UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case	Date filed
		01-CB-165877	12/10/2015
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Postal Police Union <i>Postal Police Officers Association</i>		b. Union Representative to Contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C)
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about (b) (6), (b) (7)(C) 2015, the above-named Labor Organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by failing and refusing to provide (b) (6), (b) (7)(C) with information pertaining to the grievances (b) (6), (b) (7)(C) filed while (b) (6), (b) (7)(C) was an employee of the United States Postal Inspection Service and a member of the Union.			
3. Name of Employer United States Postal Inspection Service 495 Summer St. Unit 600 Boston, MA 02210		4a. Tel. No. 617-556-0489	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 25 Dorchester Ave. Boston, MA 02205		6. Employer representative to contact Kevin Niland Officer in Charge	
7. Type of Establishment (factory, mine, wholesaler) Postal Inspection	8. Principal product or service Postal Inspection	9. Number of Workers employed 100	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By (b) (6), (b) (7)(C)		Tel. No.	
(signature of representative of person making charge)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
		Printtype name and title or office, if any	Cell No.
Address: (b) (6), (b) (7)(C)		Date: 12/10/15	Fax No.
			e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 1  
10 Causeway St Fl 6  
Boston, MA 02222-1001

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (617)565-6700  
Fax: (617)565-6725

February 29, 2016

(b) (6), (b) (7)(C)

Re: POSTAL POLICE OFFICERS  
ASSOCIATION  
(United States Postal Inspection Service)  
Case 01-CB-165877

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that POSTAL POLICE OFFICERS ASSOCIATION has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

The investigation revealed insufficient evidence to establish that the Union violated Section 8(b)(1)(A) of the Act by refusing to provide you with documents contained in grievance files for grievances that were filed on your behalf between 2011 and 2014. The investigation revealed that your request for these documents occurred approximately 1 ½ years after the Union notified you that it would not arbitrate a grievance relating to your termination. Upon receipt of your request for the grievance documents, the Union requested that you explain why you needed the grievance files. You did not provide the Union with any explanation as to why you need these documents, except that you wanted the documents for "my own records." While a union may have an obligation to provide you with documentation that relates to your grievances, this is not an absolute right and the Union's request that you explain the need for the information was not unreasonable. Accordingly, I am refusing to issue complaint in this matter.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at [www.nlr.gov](http://www.nlr.gov). However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at [www.nlr.gov](http://www.nlr.gov), click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half**

**Street SE, Washington, DC 20570-0001.** Unless filed electronically, a copy of the appeal should also be sent to me.

**Appeal Due Date:** The appeal is due on **March 14, 2016**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service **no later than March 13, 2016. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before March 14, 2016**. The request may be filed electronically through the *E-File Documents* link on our website [www.nlr.gov](http://www.nlr.gov), by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after **March 14, 2016, even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

POSTAL POLICE OFFICERS  
ASSOCIATION (United States Postal  
Inspection Service)  
Case 01-CB-165877

- 3 - February 29, 2016

Very truly yours,

A handwritten signature in cursive script, reading "Elizabeth A. Gemperline".

Elizabeth A. Gemperline  
Acting Regional Director

EAG:cds

Enclosure

cc: (b) (6), (b) (7)(C)  
POSTAL POLICE OFFICERS ASSOCIATION  
PO BOX 51271  
BOSTON, MA 02205-1271

RODERICK D. EVES, DEPUTY MANAGING COUNSEL  
UNITED STATES POSTAL SERVICE  
(LAW DEPARTMENT - NLRB UNIT)  
1720 MARKET ST RM 2400  
SAINT LOUIS, MO 63155-9948

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

**APPEAL FORM**

To: General Counsel  
Attn: Office of Appeals  
National Labor Relations Board  
1015 Half Street SE  
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

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Case Name(s).

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Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

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*(Signature)*

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 01-CB-167447	Date filed 1/11/2016
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police, and Fire Professionals of America (SPFPA), Local 444		b. Union Representative to Contact Willie W Jones President	
c. Address 71 E Cherry St, Ste 5B, Rahway, NJ 07065-4001		d. Tel. No. (617)710-9112	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since about (b) (6), (b) (7)(C), 2015, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to arbitrate the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) suspension and termination for arbitrary or discriminatory reasons or in bad faith.</p>			
3. Name of Employer Stop & Shop		4a. Tel. No. (508) 977-5007	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 136 S Main St, Assonet, MA 02702-1647		6. Employer representative to contact Jean Limerick	
7. Type of Establishment (factory, mine, wholesaler) Warehouse	8. Principal product or service Supermarket Warehouse		9. Number of Workers employed 21
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		Tel. No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)		Cell No.	
Address: (b) (6), (b) (7)(C)		Date:	Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)





UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 1  
10 Causeway St Fl 6  
Boston, MA 02222-1001

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (617)565-6700  
Fax: (617)565-6725

February 23, 2016

MICHAEL J. AKINS, ESQ.  
GREGORY, MOORE, JEAKLE, & BROOKS, P.C.  
65 CADILLAC SQUARE, SUITE 3727  
DETROIT, MI 48226

Re: SECURITY, POLICE & FIRE  
PROFESSIONALS OF AMERICA  
LOCAL 444  
(Stop & Shop)  
Case 01-CB-167447

Dear Mr. Akins:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Elizabeth A. Gemperline

ELIZABETH A. GEMPERLINE  
Acting Regional Director

cc:

(b) (6), (b) (7)(C)

WILLIE W JONES, PRESIDENT  
SECURITY, POLICE & FIRE  
PROFESSIONALS OF AMERICA  
LOCAL 444  
71 E CHERRY ST., SUITE 5B  
RAHWAY, NJ 07065-4001

JEAN LIMERICK  
STOP AND SHOP  
136 S MAIN ST  
ASSONET, MA 02702-1647

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		Case 01-CB-176340	Date filed 5/16/2016
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name United Federation of Special Police and Security Officers and its Local 501		b. Union Representative to Contact Ralph M. Purdy President	
c. Address 540 North State Road, Briarcliff Manor, NY 10510		d. Tel. No. (914)941-4103	e. Cell No.
		f. Fax No. (914)941-4472	g. e-Mail rpurdy@securityfederation.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since about (b) (6), (b) (7)(C), 2015, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6) termination for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer G4S Regulated Security Solutions		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 626 Lafayette Rd, Seabrook, NH 03874-4213		6. Employer representative to contact Kurt Young Security Project Manager	
7. Type of Establishment (factory, mine, wholesaler) Nuclear Power Plant	8. Principal product or service Security		9. Number of Workers employed 150
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	Tel No.
(signature of representative or person making charge)		Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date: 5/13/16	Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

ORIGINAL



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 1  
10 Causeway St Fl 6  
Boston, MA 02222-1001

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (617)565-6700  
Fax: (617)565-6725

August 22, 2016

(b) (6), (b) (7)(C)

Re: G4S REGULATED SECURITY  
SOLUTIONS, A DIVISION OF G4S  
SECURE SOLUTIONS (USA) INC.  
Case 01-CA-177853

UNITED FEDERATION OF SPECIAL  
POLICE AND SECURITY OFFICERS  
AND ITS LOCAL 501  
(G4S Regulated Security Solutions)  
Case 01-CB-176340

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charges that G4S REGULATED SECURITY SOLUTIONS, A DIVISION OF G4S SECURE SOLUTIONS (USA) INC. and UNITED FEDERATION OF SPECIAL POLICE AND SECURITY OFFICERS AND ITS LOCAL 501 have violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charges for the reasons discussed below.

Regarding Case 01-CA-177853, the investigation revealed insufficient evidence to establish that the Employer discharged you in violation of the Act. Rather, it appears from the investigation that there is insufficient evidence to establish that your termination on (b) (6), (b) (7)(C), 2015 was motivated either by your union activity, which ended in (b) (6), (b) (7)(C) 2013, or by your Safe to Say complaint in (b) (6), (b) (7)(C) 2015. There is no evidence that the Employer exhibited animus towards you because of your union activity or because of your Safe to Say complaint. Rather, the investigation revealed that the Employer had a legitimate business justification for terminating you, in that the conduct for which you were terminated, dishonesty, is a "Level 1" offense in the Employer's progressive disciplinary policy, the Employer conducted an extensive investigation about the manner in which you conducted two fire tours and your alleged (b) (6), (b) (7)(C) before determining to terminate your employment, and you were unable to corroborate your assertion that other security officers have told you that the manner in which you conducted the fire tours at issue was acceptable. Accordingly, I am refusing to issue complaint in this matter.

In regards to Case 01-CB-176340, the investigation disclosed no evidence to establish that the Union failed or refused to file a grievance over your termination or otherwise failed to

represent you for arbitrary or discriminatory reasons within the meaning of Section 8(b)(1)(A) of the Act. The investigation disclosed that the Union conducted an extensive investigation of the facts surrounding your discharge. The Union sought information from the Employer, reviewed all of the witness statements considered by the Employer, and interviewed witnesses itself. The Union analyzed badge transaction reports for the purpose of comparing the speed with which various other officers have completed the fire tours at issue to the speed with which you would have had to complete the fire tours. The Union reviewed your personnel file for the existence of evidence that the supervisor who reported the incident had a vendetta against you and found none. The Union also surveyed other security officers and, contrary to your assertion that you had been told that the manner in which you conducted the fire tour was acceptable, none stated that it was acceptable. Further, it is the Union's policy not to file grievances in cases it believes it cannot win, and the Union has declined to file grievances over termination cases in the past on that basis. The Union decided not to process a grievance based on its good faith belief that it could not prevail in arbitration. Accordingly, I am refusing to issue complaint in this matter.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at [www.nlrb.gov](http://www.nlrb.gov). However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at [www.nlrb.gov](http://www.nlrb.gov), click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

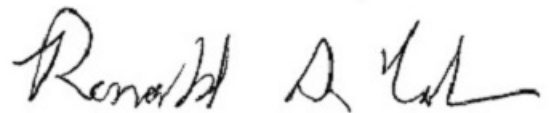
**Appeal Due Date:** The appeal is due on **September 6, 2016**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service **no later than September 5, 2016**. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before September 6, 2016**. The request may be filed electronically through the **E-File Documents** link on our website [www.nlrb.gov](http://www.nlrb.gov), by fax to

(202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal **received after September 6, 2016, even if it is postmarked or given to the delivery service before the due date.** Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,



RONALD S. COHEN  
Acting Regional Director

RSC:cds

Enclosure

cc: KURT YOUNG, SECURITY PROJECT MANAGER  
G4S REGULATED SECURITY SOLUTIONS, A DIVISION OF  
G4S SECURE SOLUTIONS (USA) INC.  
626 LAFAYETTER RD  
SEABROOK, NH 03874

FRED SELEMAN, VP LABOR RELATIONS  
G4S SECURE SOLUTIONS (USA), INC.  
1395 UNIVERSITY BOULEVARD  
JUPITER, FL 33458

G4S REGULATED SECURITY  
SOLUTIONS, A DIVISION OF G4S  
SECURE SOLUTIONS (USA) INC.  
Case 01-CA-177853

- 4 - August 22, 2016

RALPH M. PURDY, PRESIDENT  
UNITED FEDERATION OF SPECIAL POLICE AND  
SECURITY OFFICERS AND ITS LOCAL 501  
540 NORTH STATE ROAD  
BRIARCLIFF MANOR, NY 10510

(b) (6), (b) (7)(C), (b) (6), (b) (7)(C)  
(b) (6), (b) (7)(C)

UNITED FEDERATION OF SPECIAL POLICE AND  
SECURITY OFFICERS, INC.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

**APPEAL FORM**

To: General Counsel  
Attn: Office of Appeals  
National Labor Relations Board  
1015 Half Street SE  
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

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Case Name(s).

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Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

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*(Signature)*